

# ANNUAL PUBLIC FILE EEO REPORT

## December 1, 2018 – November 30, 2019

### KDEN-TV, Telemundo Denver

1. List all full-time job vacancies filled by any station covered by this report during the past year:

<u>Position</u>
Account Manager
Web Editor
News Anchor
Marketing Manager
Executive Producer
President and General Manager
Manager of Technology
Technical Director
Station Operations Manager
Local Sales Manager
Multimedia Journalist
Account Manager
Sports Anchor
Writer/Producer
Producer

2. For each vacancy listed, attach to this report the relevant and completed Recruitment Source Data Form(s):

**Forms are at the end of the report, total of 15**

3. In total, how many interviewees did the station interview for all the full-time job vacancies identified in response to Question 1?

**Total interviewees: 65**

4. In total, how many persons interviewed by the station for any of the above-listed job vacancies were referred to the station from each of the recruitment sources used by the station?

<b>Name of Recruitment Source</b>	<b>Total Number of Interviewees Referred During the Year</b>
Employee Referral	1
NBCUNICAREERS.com	39
Internal Hire/Current Employee	20
Colorado Broadcaster's Association	0
Hispanic Chamber of Commerce of Metro Denver	0
Careerpage.org	0
University of Denver	0
Colorado Women's Chamber of Commerce	0
Denver Metro Chamber of Commerce	0
Former Intern	1
Former Employee	3
NAHJ (National Association of Hispanic Journalists)	0
Telemundo University Program	1

## **Recruitment for Full-Time Vacancies**

When KDEN-TV has job openings, the jobs are posted the Company's recruiting web site. Openings are always posted on [www.nbcunicareers.com](http://www.nbcunicareers.com). The station web site, [www.telemundodenver.com](http://www.telemundodenver.com) also provides a link directly to [www.nbcunicareers.com](http://www.nbcunicareers.com).

The recruiting website is made available to KDEN – TV viewers through a 10-second public service announcement (used as a filler).

## **Notification to Community Groups and Recruiting Organizations**

The station has developed a list of recruiting organization for reaching qualified candidates both within and beyond the Denver area. The current list at this time consists of 5 organizations.

- **Colorado Broadcasters Association** (and the careerpage.org site)
- **Hispanic Chamber of Commerce of Metro Denver**
- **University of Denver**
- **Colorado Women's Chamber of Commerce**
- **Denver Metro Chamber of Commerce.**

The stations will email or post a copy of job openings to any recruiting source that requests the information and responds with an email address or fax number for such job information. On-air announcements relay this information and refer interested individuals to apply on-line at [www.nbcunicareers.com](http://www.nbcunicareers.com).

5. Please summarize the station's (or station group's) broad outreach initiatives during the past year. Please identify each initiative in which the station substantially participated, the date(s) of each initiative; the names and titles of the station personnel who participated in

each initiative, and a short summary of the nature and extent of the station's participation in each initiative.

**January 14-18, 2019** - CBA (Colorado Broadcasters Association) virtual job fair, Colorado – Participants: no attendees needed. KDEN Telemundo promoted the virtual job fair on-air to encourage job seeking viewers to participate online.

**September 3-6, 2019** - NAHJ (National Association of Hispanic Journalists) Job Fair, San Antonio, TX - Participants: James Arroyave, Station's Talent Acquisition Recruiter, Griselle Sierra, News Director KDEN Telemundo.

**August 19-23, 2019** - CBA (Colorado Broadcasters Association) virtual job fair, Colorado – Participants: no attendees needed. KDEN Telemundo promoted the virtual job fair on-air to encourage job seeking viewers to participate online.

## **COMMUNITY INVOLVEMENT AND EMPLOYMENT OUTREACH**

KDEN-TV continues to be deeply involved in its community of license and the surrounding area, which also extends KDEN-TV's outreach efforts. KDEN-TV has participated in the following community events.

- **March 16, 2019** – St. Patrick's Day Parade. Parade celebrating St. Patrick's Day. Members of the KDEN Telemundo news and marketing team participated in the parade, delivering candy to event goers.
- **April 28, 2019** – Día del Niño (Children's Day Celebration) – Denver Museum of Nature and Science. The KDEN News Anchors and reporters were present to give event goers a glimpse of how to deliver news on camera and explain how technology is used to do so.
- **May 4 and 5, 2019** – Cinco de Mayo at Civic Center Park. Cultural celebration event. Nora Grisanti, Office Manager and Alejandro Olivares, Marketing Manager as well as the KDEN Telemundo street team were present with an activation that included: a booth, table, spin-wheel and Telemundo premiums. Alejandro Olivares and Nora Grisanti showed event goers how to download the Telemundo Denver APP and browse the different sections of the Telemundo Denver web page that can be accessed using the app.
- **August 10, 2019** – Packz 4 Kids (Supporting our Schools) – One-day event where over 1,500 filled with school supplies were given to children. KDEN Telemundo partnered with community organization, Kenzie's Causes, invited viewers to donate school supplies at designated drop off locations. Tatiana Arguello, President and General Manager of KDEN Telemundo volunteered at the event to pack school supplies.
- **September 20, 2019** – Broncos en Español – Festival featuring food and activities with the Denver Broncos players and cheerleaders. KDEN Telemundo was present with premiums, information on resources available to the community. Alejandro Olivares, Marketing

Manager and Alejandra Ochoa, Sports Anchor were 1,500 present to interact and promote Telemundo.

### **Other Engagements**

- **March 20, 2019** – Denver Metro Hispanic Chamber of Commerce (Hispanic Education Foundation) Speaker Series – Drew Wilson, National Sales Manager of KDEN Telemundo was invited as one of three panelists to speak before a group of students and staff about the growth and dynamics of the Hispanic consumer marketplace in Colorado.
- **May 22, 2019** – Denver Metro Chamber of Commerce Gold Program – Pierre Megherdichian, Digital Account Manager NBCUniversal and Drew Wilson, National Sales Manager of KDEN Telemundo, were invited as speakers to the Denver Metro Chamber's Gold Program. Pierre and Drew presented information to attendees (composed of chamber members and community leaders) on whether the marketing plan for each business is adjusting to the changes in Denver's media consumption habits. Pierre and Drew explored and discussed the evolution of Denver's audience toward digital platforms and how brands can effectively reach the changing marketplace by targeting consumers on their devices.

### **Internal Skills Enhancement Programs**

Employees of the Station are provided with training and development opportunities designed to enhance their ability to assume positions of greater responsibility. Various programs are provided via external vendors and internal NBCU sponsored programs. During this last reporting period, Station employees participated in the following development courses: SHE Leads; all leadership development courses facilitated by NBCU's training team. In addition, online courses on a variety of topics are available to all employees. Courses include: Negotiation Skills, Time Management, Team Building, Goal Setting, Project Management, Communication Skills and Conflict Management. Station employees participated in the following development/leadership skills courses: A number of KDEN-TV employees were able to attend different training classes, seminars during this 12-month period.

The different training opportunities are listed here:

- **CMS Digital/Web training** – *January 22-24, 2019, Miami, Florida.* Part 1 of 2 trainings for Web Editors on Content Management System. Training pertains to best practices, review of news policies/procedures for Web Editors. Training was facilitated mainly by Ozzie Martinez, Senior Vice President of News and Digital Standards as well as Auggie Gonzalez, Digital News Manager. Mauricio Jaramillo-Mutis, KDEN Web Editor, attended the training.
- **Augmented Reality Training** – *April 10-12, 2019, Centennial, Colorado.* Pedro Montoro, Weather Anchor (Meteorologist) from WNJU station facilitated training on how to use the Augmented Reality program for Nirma Sanchez, KDEN Weather Anchor. The

Augmented Reality program graphics will be used across all NBCUniversal stations during weather segments.

- **Finance Manager Orientation** – *June 3-5, 2019, New York, New York.* Initial orientation to NBCUniversal finance. Training covers the understanding of the financial implications of the different finance and business units across the company. Andres Pedraza, Finance Manager, attended the training facilitated by multiple senior executives from all divisions at NBCUniversal.
- **Investigative Reporters and Editors (IRE) Conference 2019** – *June 10-14, 2019, Houston, Texas.* Event with more than 400 speakers, including investigative reporters from different markets. Yesmani Gomez, Responde Reporter, attended this four-day conference/seminar consisting of various sessions offering practical training to help journalists bolster their watchdog and enterprise skills. The conference/seminar also helped improve news reporting skills.
- **PROMAX Station Summit** – *June 17-21, 2019, Las Vegas, Nevada.* Annual conference and marketing managers meeting. Alejandro Olivares, KDEN Marketing Manager attended the conference. The Promax Stations Summit provides information on the latest tools and strategies to maximize the impact of programming and initiatives, audience building ideas for critical dayparts, digital innovation and discuss marketing best practices.
- **SAP Training/HR/Office Managers Offsite** – with Olga Holschbach, HR Director and various speakers. *August 20-22, 2019.* Training on learning how to use and navigate the SAP system as a tool to support the HR Department. The offsite featured various speakers from the HR, Security and Benefits Departments. Best practices were shared among stations. Nora Grisanti, Office Manager, attended training.
- **NAHJ Conference** (National Association of Hispanic Journalists). Annual conference, news directors conference and Job Fair. *September 3-6, 2019 – San Antonio, Texas.* Griselle Sierra, News Director, attended the conference and Job Fair.
- **CMS (Content Management System)** – *October 1-4, 2019, Miami, Florida.* Part 2 and follow up to the training in January of 2019. Training to learn the updated Content Management System software, used by all NBCU Web Editors. Auggie Gonzalez, Digital News Managers was the lead in facilitating the workshop. Mauricio Jaramillo-Mutis, Web Editor, attended the training.
- **Weather Summit** – *October 1-4, 2019, Philadelphia, Philadelphia.* Annual Weather Summit for Weather Anchors and Meteorologists of NBCU stations. Nate Johnson, Director of Weather Operations (among other guest speakers), leads the topics discussed during the summit. Weather Anchors and Meteorologists learn about updates to software, WSI graphic updates, how to use and incorporate augmented reality during the newscast as well as share ideas, presentations and best practices. Niurma Sanchez, Weather Anchor, attended the training.

- **SW Region Finance and Technology training** - *October 14-16, 2019, Las Vegas, Nevada.* Attendees included Managers of Technology and finance leads from the Southwest Region Telemundo stations. The group included Andres Pedraza, KDEN Finance Manager, Jose Otero, KDEN Manager of Technology and Eugene Negron, KDEN Chief Engineer. The technology portion of the training included information on: HUB overview, Newsgathering Tools, how to use and navigate Purchase Manager (the internal supplies and order system), IT Best Practices and Recruiting Best Practices. David MacKinnon, Michelle Taylor, Andres Pedraza, Jamie Simmons, Ozzie Martinez, Mike Fouch, Robert Romero, Susan Vulaj and Varsh Lapsia covered the different topics of the training.
- **Actsoft GPS Tracking System training** – *November 12, 2019, Online Course.* Eric Von Lindenberg of Actsoft conducted an online training on how to use the ActSoft portal for GPS tracking purposes. KDEN fleet vehicles are now equipped with this device. Eugene Negron, Chief Engineer and Samuel Montalvo, Station Operations Manager attended the training. Jose Otero, Manager of Technology also took the training on September 18, 2019.

**SHE Leads** – Sales leadership and mentorship program championed by Cathy Jones, SVP of National Sales and Valari Staab *throughout 2019* – President and General Manager of KDEN Telemundo Tatiana Arguello participated in a year-long mentorship program. SHE Leads is an NBCUniversal career development program for future high potential female employees. There are learning sessions and workshops throughout the year for participants in order to prepare for leadership positions.

NBCUniversal's diverse employee population is reflected in our affinity groups. These voluntary organizations focus on the professional development of their members by creating opportunities for coaching, mentoring and networking with employees and senior management. In addition, they are a major force in driving recruitment and retention of top talent in the organization. Participation in these groups is open to all employees. Established affinity groups at NBCUniversal, APA@NBCUniversal, BPA@NBCUniversal, Out@NBCUniversal, The NBCUniversal PWD (People with Disabilities), Unidos@NBCUniversal, Veterans Network, The Women's Network @ NBCUniversal (WNN) and others, provide professional networking and skill development courses to employees.

In addition, online courses on a variety of topics are available to all employees. The courses offered include training in areas of Effective Coaching Skills, Providing Performance Feedback, Behavioral Styles at Work, Presentation Skills, Influencing Skills, Storytelling, Business Writing, Effective Meetings, Hiring the Right People, Project Management, Time Management, Microsoft Office training (Excel: Fundamentals, Intermediate, Excel & Power Point, Charting & Drawing, Functions Only, Advanced. PowerPoint: Fundamentals and Advanced).

#### EEO/Human Resources Training Program

KDEN on a yearly basis offers training to employees addressing methods of ensuring equal employment opportunities and preventing discrimination. During the reporting period, these programs have included Annual Integrity Training and Comcast Corporation Code of Conduct, a course

encompassing issues related to integrity, Solutions Program Training, Compliance Standards and Environmental Health and Safety training.

All Station employees, including management, are required to attend a course designed to prevent harassment and discrimination. Training is offered to ensure 100% participation.

### Internship Program

N/A for 2018/2019

# JOB VACANCY RECRUITMENT SOURCE DATA FORM

**Station:** KDEN-TV

**Job Title:** Account Manager 42028BR and 43646BR

**Date Job Filled:** 12/3/18

**Recruitment Source  
That Referred**

**Ultimate Hire:** NBCUNICAREERS.COM

**Total # of interviewees:** 6

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone/Email	Has this Source Requested Notices?
NBCUnicareers	<a href="http://www.nbcunicareers.com">www.nbcunicareers.com</a>	David Carona	212-664-6830 <a href="mailto:David.Carona@nbcuni.com">David.Carona@nbcuni.com</a>	No
Hispanic Chamber of Commerce of Metro Denver	<a href="http://www.hispanicchamberdenver.com">www.hispanicchamberdenver.com</a>		303-534-7783	No
Colorado Broadcasters Association	<a href="http://www.coloradobroadcasters.org">www.coloradobroadcasters.org</a>		720-536-5427	No
Denver Metro Chamber of Commerce	<a href="http://www.denverchamber.org">www.denverchamber.org</a>		303-534-8500	No



# JOB VACANCY RECRUITMENT SOURCE DATA FORM

**Station:** KDEN-TV

**Job Title:** Web Editor 43332BR

**Date Job Filled:** 12/3/18

**Recruitment Source**

**That Referred**

**Ultimate Hire:** NBCUNICAREERS.COM

**Total # of interviewees:** 3

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone/Email	Has this Source Requested Notices?
NBCUnicareers	<a href="http://www.nbcunicareers.com">www.nbcunicareers.com</a>	James Arroyave	954-622-6839 <a href="mailto:James.Arroyave@nbcuni.com">James.Arroyave@nbcuni.com</a>	No
Hispanic Chamber of Commerce of Metro Denver	<a href="http://www.hispanicchamberdenver.com">www.hispanicchamberdenver.com</a>		303-534-7783	No
Colorado Broadcasters Association	<a href="http://www.coloradobroadcasters.org">www.coloradobroadcasters.org</a>		720-536-5427	No
Careerpage.org	<a href="http://www.careerpage.org">www.careerpage.org</a>		800-622-2414	No
Denver Metro Chamber of Commerce	<a href="http://www.denverchamber.org">www.denverchamber.org</a>		303-534-8500	No

# JOB VACANCY RECRUITMENT SOURCE DATA FORM

**Station:** KDEN-TV

**Job Title:** News Anchor 45033BR

**Date Job Filled:** 2/1/19

**Recruitment Source  
That Referred**

**Ultimate Hire:** INTERNAL HIRE/CURRENT EMPLOYEE

**Total # of interviewees:** 3

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone/Email	Has this Source Requested Notices?
NBCUnicareers	<a href="http://www.nbcunicareers.com">www.nbcunicareers.com</a>	Karen Mendez	954-622-6026	No
Hispanic Chamber of Metro Denver	<a href="http://www.hispanicchamberdenver.com">www.hispanicchamberdenver.com</a>		303-534-7783	No
Colorado Broadcasters Association	<a href="http://www.coloradobroadcasters.org">www.coloradobroadcasters.org</a>		720-536-5427	No
Careerpage.org	<a href="http://www.careerpage.org">www.careerpage.org</a>		800-622-2414	No
Denver Metro Chamber of Commerce	<a href="http://www.denverchamber.org">www.denverchamber.org</a>		303-534-8500	No
University of Denver		Julia Nelson	<a href="mailto:Julia.Nelson@du.edu">Julia.Nelson@du.edu</a>	No
Colorado Women's Chamber of Commerce		K. Scott, K. Blessman, L. Hanner	<a href="mailto:kscott@cwcc.org">kscott@cwcc.org</a> <a href="mailto:kblessman@cwcc.org">kblessman@cwcc.org</a> <a href="mailto:lhanner@cwcc.org">lhanner@cwcc.org</a>	No

# JOB VACANCY RECRUITMENT SOURCE DATA FORM

**Station:** KDEN-TV

**Job Title:** Executive Producer 47494BR

**Date Job Filled:** 4/1/19

**Recruitment Source**

**That Referred**

**Ultimate Hire:** INTERNAL HIRE/CURRENT EMPLOYEE

**Total # of interviewees:** 1

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone/Email	Has this Source Requested Notices?
NBCUni Careers	Nbcunicareers.com	Karen Mendez	954-622-6026 Karen.Mendez@nbcuni.com	No
Hispanic Chamber of Metro Denver	<a href="http://www.hispanicchamberdenver.com">www.hispanicchamberdenver.com</a>		303-534-7783	No
Colorado Broadcasters Association	<a href="http://www.coloradobroadcasters.org">www.coloradobroadcasters.org</a>		720-536-5427	No
Careerpage.org	<a href="http://www.careerpage.org">www.careerpage.org</a>		800-622-2414	No

# JOB VACANCY RECRUITMENT SOURCE DATA FORM

**Station:** KDEN-TV

**Job Title:** President and General Manager 46347BR

**Date Job Filled:** 4/22/2019

**Recruitment Source**

**That Referred**

**Ultimate Hire:** INTERNAL HIRE/CURRENT EMPLOYEE

**Total # of interviewees:** 9

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone/Email	Has this Source Requested Notices?
NBCUnicareers	<a href="http://www.nbcunicareers.com">www.nbcunicareers.com</a>	Karen Mendez	954-622-6026 <a href="mailto:Karen.Mendez@nbcuni.com">Karen.Mendez@nbcuni.com</a>	No
Hispanic Chamber of Metro Denver	<a href="http://www.hispanicchamberdenver.com">www.hispanicchamberdenver.com</a>		303-534-7783	No
Colorado Broadcasters Association	<a href="http://www.coloradobroadcasters.org">www.coloradobroadcasters.org</a>		720-536-5427	No
Careerpage.org	<a href="http://www.careerpage.org">www.careerpage.org</a>		800-622-2414	No
Denver Metro Chamber of Commerce	<a href="http://www.denverchamber.org">www.denverchamber.org</a>		303-534-8500	No
University of Denver		Julia Nelson	Julia.Nelson@du.edu	No
Colorado Women's Chamber of Commerce		K. Scott, K. Blessman, L. Hanner	<a href="mailto:kscott@cwcc.org">kscott@cwcc.org</a> <a href="mailto:kblessman@cwcc.org">kblessman@cwcc.org</a> <a href="mailto:lhanner@cwcc.org">lhanner@cwcc.org</a>	No

# JOB VACANCY RECRUITMENT SOURCE DATA FORM

**Station:** KDEN-TV

**Job Title:** Marketing Manager 46693BR

**Date Job Filled:** 4/29/19

**Recruitment Source**

**That Referred**

**Ultimate Hire:** INTERNAL HIRE/CURRENT EMPLOYEE

**Total # of interviewees:** 4

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone/Email	Has this Source Requested Notices?
NBCUnicareers	<a href="http://www.nbcunicareers.com">www.nbcunicareers.com</a>	Wilbert O Ocasio	212-664-3246	No
Hispanic Chamber of Metro Denver	<a href="http://www.hispanicchamberdenver.com">www.hispanicchamberdenver.com</a>		303-534-7783	No
Colorado Broadcasters Association	<a href="http://www.coloradobroadcasters.org">www.coloradobroadcasters.org</a>		720-536-5427	No
Careerpage.org	<a href="http://www.careerpage.org">www.careerpage.org</a>		800-622-2414	No
Denver Metro Chamber of Commerce	<a href="http://www.denverchamber.org">www.denverchamber.org</a>		303-534-8500	No
University of Denver		Julia Nelson	Julia.Nelson@du.edu	No
Colorado Women's Chamber of Commerce		K. Scott, K. Blessman, L. Hanner	<a href="mailto:kscott@cwcc.org">kscott@cwcc.org</a> <a href="mailto:kblessman@cwcc.org">kblessman@cwcc.org</a> <a href="mailto:lhanner@cwcc.org">lhanner@cwcc.org</a>	No

# JOB VACANCY RECRUITMENT SOURCE DATA FORM

**Station:** KDEN-TV

**Job Title:** Producer 47717BR

**Date Job Filled:** 4/29/19

**Recruitment Source**

**That Referred**

**Ultimate Hire:** INTERNAL HIRE/CURRENT EMPLOYEE

**Total # of interviewees:** 4

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone/Email	Has this Source Requested Notices?
NBCUnicareers	<a href="http://www.nbcunicareers.com">www.nbcunicareers.com</a>	James Arroyave	954-622-6689 <a href="mailto:James.Arroyave@nbcuni.com">James.Arroyave@nbcuni.com</a>	No
Hispanic Chamber of Metro Denver	<a href="http://www.hispanicchamberdenver.com">www.hispanicchamberdenver.com</a>		303-534-7783	No
Colorado Broadcasters Association	<a href="http://www.coloradobroadcasters.org">www.coloradobroadcasters.org</a>		720-536-5427	No
Careerpage.org	<a href="http://www.careerpage.org">www.careerpage.org</a>		800-622-2414	No
Denver Metro Chamber of Commerce	<a href="http://www.denverchamber.org">www.denverchamber.org</a>		303-534-8500	No
University of Denver		Julia Nelson	<a href="mailto:Julia.Nelson@du.edu">Julia.Nelson@du.edu</a>	No
Colorado Women's Chamber of Commerce		K. Scott, K. Blessman, L. Hanner	<a href="mailto:kscott@cwcc.org">kscott@cwcc.org</a> <a href="mailto:kblessman@cwcc.org">kblessman@cwcc.org</a> <a href="mailto:lhanner@cwcc.org">lhanner@cwcc.org</a>	No

# JOB VACANCY RECRUITMENT SOURCE DATA FORM

**Station:** KDEN-TV

**Job Title:** Sports Anchor 45274BR

**Date Job Filled:** 7/8/19

**Recruitment Source**

**That Referred**

**Ultimate Hire:** NBCUNICAREERS.COM

**Total # of interviewees:** 10

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone/Email	Has this Source Requested Notices?
NBCUnicareers	<a href="http://www.nbcunicareers.com">www.nbcunicareers.com</a>	James Arroyave	954-622-6839 <a href="mailto:James.Arroyave@nbcuni.com">James.Arroyave@nbcuni.com</a>	No
Hispanic Chamber of Metro Denver	<a href="http://www.hispanicchamberdenver.com">www.hispanicchamberdenver.com</a>		303-534-7783	No
Colorado Broadcasters Association	<a href="http://www.coloradobroadcasters.org">www.coloradobroadcasters.org</a>		720-536-5427	No
Careerpage.org	<a href="http://www.careerpage.org">www.careerpage.org</a>		800-622-2414	No
Denver Metro Chamber of Commerce	<a href="http://www.denverchamber.org">www.denverchamber.org</a>		303-534-8500	No
University of Denver		Julia Nelson	<a href="mailto:Julia.Nelson@du.edu">Julia.Nelson@du.edu</a>	No
Colorado Women's Chamber of Commerce		K. Scott, K. Blessman, L. Hanner	<a href="mailto:kscott@cwcc.org">kscott@cwcc.org</a> <a href="mailto:kblessman@cwcc.org">kblessman@cwcc.org</a> <a href="mailto:lhanner@cwcc.org">lhanner@cwcc.org</a>	No

# JOB VACANCY RECRUITMENT SOURCE DATA FORM

**Station:** KDEN-TV

**Job Title:** Writer/Producer 48700BR

**Date Job Filled:** 7/15/19

**Recruitment Source**

**That Referred**

**Ultimate Hire:** TELEMUNDO UNIVERSITY PROGRAM

**Total # of interviewees:** 4

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone/Email	Has this Source Requested Notices?
NBCUnicareers	<a href="http://www.nbcunicareers.com">www.nbcunicareers.com</a>	James Arroyave	954-622-6839 <a href="mailto:James.Arroyave@nbcuni.com">James.Arroyave@nbcuni.com</a>	No
Telemundo University Program	Telemundo Recruiting Department	James Arroyave	954-622-6839 <a href="mailto:James.Arroyave@nbcuni.com">James.Arroyave@nbcuni.com</a>	No
Hispanic Chamber of Metro Denver	<a href="http://www.hispanicchamberdenver.com">www.hispanicchamberdenver.com</a>		303-534-7783	No
Colorado Broadcasters Association	<a href="http://www.coloradobroadcasters.org">www.coloradobroadcasters.org</a>		720-536-5427	No
Careerpage.org	<a href="http://www.careerpage.org">www.careerpage.org</a>		800-622-2414	No
Denver Metro Chamber of Commerce	<a href="http://www.denverchamber.org">www.denverchamber.org</a>		303-534-8500	No



## JOB VACANCY RECRUITMENT SOURCE DATA FORM

**Station:** KDEN-TV

**Job Title:** Manager of Technology 49110BR

**Date Job Filled:** 08/26/19

**Recruitment Source  
That Referred**

**Ultimate Hire:** NBCUNICAREERS.COM

**Total # of interviewees:** 2

<b>Name of Recruitment Source</b>	<b>Address of Recruitment Source</b>	<b>Conta ct Person</b>	<b>Telephone/Email</b>	<b>Has this Source Request ed Notices?</b>
NBCUnicare ers	<a href="http://www.nbcunicareers.com">www.nbcunicareers.com</a>	Erich Hartne tt	303-290-1446 <a href="mailto:Erich.Hartnett@nbcuni.com">Erich.Hartnett@nbcuni.com</a>	No
Hispanic Chamber of Metro Denver	<a href="http://www.hispanicchamberdenver.com">www.hispanicchamberdenver.com</a>		303-534-7783	No
Careerpage.o rg	<a href="http://www.careerpage.org">www.careerpage.org</a>		800-622-2414	No

# JOB VACANCY RECRUITMENT SOURCE DATA FORM

**Station:** KDEN-TV

**Job Title:** Technical Director 48659BR

**Date Job Filled:** 9/19/19

**Recruitment Source  
That Referred**

**Ultimate Hire:** INTERNAL HIRE/CURRENT EMPLOYEE

**Total # of interviewees:** 3

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone/Email	Has this Source Requested Notices?
NBCUnicareers	<a href="http://www.nbcunicareers.com">www.nbcunicareers.com</a>	Wilberto Ocasio	212-664-3246 <a href="mailto:Wilberto.Ocasio@nbcuni.com">Wilberto.Ocasio@nbcuni.com</a>	No
Hispanic Chamber of Metro Denver	<a href="http://www.hispanicchamberdenver.com">www.hispanicchamberdenver.com</a>		303-534-7783	No
Colorado Broadcasters Association	<a href="http://www.coloradobroadcasters.org">www.coloradobroadcasters.org</a>		720-536-5427	No
Careerpage.org	<a href="http://www.careerpage.org">www.careerpage.org</a>		800-622-2414	No
Denver Metro Chamber of Commerce	<a href="http://www.denverchamber.org">www.denverchamber.org</a>		303-534-8500	No

# JOB VACANCY RECRUITMENT SOURCE DATA FORM

**Station:** KDEN-TV

**Job Title:** Local Sales Manager 50244BR

**Date Job Filled:** 09/30/19

**Recruitment Source**

**That Referred**

**Ultimate Hire:** NBCUNICAREERS.COM

**Total # of interviewees:** 4

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone/Email	Has this Source Requested Notices?
NBCUnicareers	<a href="http://www.nbcunicareers.com">www.nbcunicareers.com</a>	Juliana Kafka	917-515-4378 <a href="mailto:Juliana.Kafka@nbcuni.com">Juliana.Kafka@nbcuni.com</a>	No
Hispanic Chamber of Metro Denver	<a href="http://www.hispanicchamberdenver.com">www.hispanicchamberdenver.com</a>		303-534-7783	No
Colorado Broadcasters Association	<a href="http://www.coloradobroadcasters.org">www.coloradobroadcasters.org</a>		720-536-5427	No
Careerpage.org	<a href="http://www.careerpage.org">www.careerpage.org</a>		800-622-2414	No

# JOB VACANCY RECRUITMENT SOURCE DATA FORM

**Station:** KDEN-TV

**Job Title:** Account Manager 50245BR

**Date Job Filled:** 10/21/19

**Recruitment Source  
That Referred**

**Ultimate Hire:** EMPLOYEE REFERRAL

**Total # of interviewees:** 3

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone/Email	Has this Source Requested Notices?
NBCUnicareers.com	<a href="http://www.nbcunicareers.com">www.nbcunicareers.com</a>	Juliana Kafka	917-515-4378 <a href="mailto:Juliana.Kafka@nbcuni.com">Juliana.Kafka@nbcuni.com</a>	No
Hispanic Chamber of Metro Denver	<a href="http://www.hispanicchamberdenver.com">www.hispanicchamberdenver.com</a>		303-534-7783	No
Colorado Broadcasters Association	<a href="http://www.coloradobroadcasters.org">www.coloradobroadcasters.org</a>		720-536-5427	No
Careerpage.org	<a href="http://www.careerpage.org">www.careerpage.org</a>		800-622-2414	No

# JOB VACANCY RECRUITMENT SOURCE DATA FORM

**Station:** KDEN-TV

**Job Title:** Station Operations Manager 50233BR

**Date Job Filled:** 10/28/19

**Recruitment Source  
That Referred**

**Ultimate Hire:** INTERNAL HIRE/CURRENT EMPLOYEE

**Total # of interviewees:** 4

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone/Email	Has this Source Requested Notices?
NBCUnicareers	<a href="http://www.nbcunicareers.com">www.nbcunicareers.com</a>	Wilberto Ocasio	212-664-3246 <a href="mailto:Wilberto.Ocasio@nbcuni.com">Wilberto.Ocasio@nbcuni.com</a>	No
Hispanic Chamber of Metro Denver	<a href="http://www.hispanicchamberdenver.com">www.hispanicchamberdenver.com</a>		303-534-7783	No
Colorado Broadcasters Association	<a href="http://www.coloradobroadcasters.org">www.coloradobroadcasters.org</a>		720-536-5427	No
Careerpage.org	<a href="http://www.careerpage.org">www.careerpage.org</a>		800-622-2414	No

## JOB VACANCY RECRUITMENT SOURCE DATA FORM

**Station:** KDEN-TV

**Job Title:** Multimedia Journalist 47544BR and 52739BR

**Date Job Filled:** 11/11/19

**Recruitment Source  
That Referred**

**Ultimate Hire:** INTERNAL HIRE/CURRENT EMPLOYEE

**Total # of interviewees:** 5

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone/Email	Has this Source Requested Notices?
NBUcareers	<a href="http://www.nbcunicareers.com">www.nbcunicareers.com</a>	James Arroyave	954-622-6839 <a href="mailto:James.Arroyave@nbcuni.com">James.Arroyave@nbcuni.com</a>	No
Careerpage.org	<a href="http://www.careerpage.org">www.careerpage.org</a>		800-622-2414	No